

Chicago National Association Of

Executive Director / CEO

EIN 360902991
 IL · NTEE A62Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tressa Mohler, Executive Director / CEO** (\$14,000) against **every comparable organization** that fit the selection criteria — **119** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

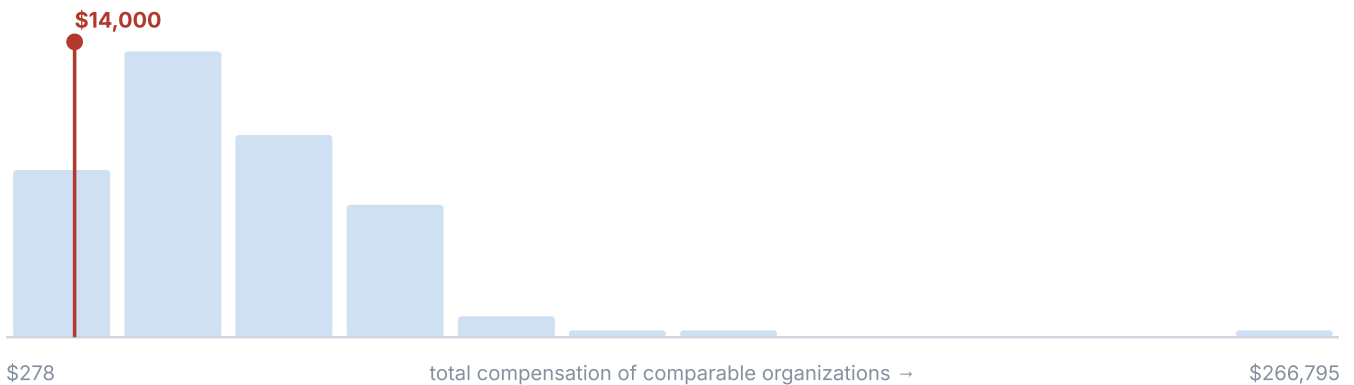
Benchmarked executive: Tressa Mohler — reported title “PRINCIPAL”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A62Z).
BUDGET	Total revenue between \$238,924 and \$534,906 — 0.67x to 1.50x the subject's \$356,604 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

119 organizations qualified on sector, size, and geography → **119** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,691	\$28,504	\$41,309	\$62,784	\$82,043	\$14,000
----------	----------	----------	----------	----------	-----------------



■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to IL cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Race Dance Company	OK	\$355,787	Executive Director	\$33,600	\$35,612	2025
Central Indiana Dance Ensemble	IN	\$359,628	Artistic Director	\$21,900	\$22,229	2025
Haitian American Museum Of Chicago	IL	\$352,725	Founder Ceo	\$31,731	\$30,821	2024
Flyaway Productions	CA	\$360,501	Director	\$40,241	\$34,330	2024
Motion Pacific Dance Inc	CA	\$365,970	President	\$17,955	\$15,318	2024
Lake Tahoe Dance Collective	CA	\$344,486	Exec/artist Dir	\$28,667	\$24,457	2024
Salt Contemporary Dance Inc	UT	\$370,480	Admin. Direc	\$30,700	\$31,960	2023
Modern Motion	NJ	\$371,139	Executive Dir.	\$51,345	\$45,292	2024
Jess Curtisgravity Inc	CA	\$341,407	Director/exec. Dir. (Starting Mar.)	\$47,535	\$40,553	2024
Dance Heginbotham Inc	NY	\$372,989	Artistic Dir	\$14,675	\$12,764	2025
Wilmington Ballet Academy Of The	DE	\$338,674	Executive And Artistic Director	\$56,650	\$56,422	2023
Diversity Of Dance Inc	NY	\$334,776	Artistic Director	\$15,825	\$14,545	2023
Robert Moses Kin	CA	\$333,756	Artistic Dir.	\$10,868	\$9,033	2025
Art Sweats Inc	NY	\$379,913	Executive Director	\$40,270	\$37,014	2023
Invertigo Dance Theatre	CA	\$380,509	President/board Member	\$89,812	\$78,885	2023
Turning Pointe School Of Dance	MI	\$381,647	Executive Di	\$48,950	\$49,918	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Third Law Dancetheater	CO	\$382,025	Executive Director	\$68,917	\$65,290	2024
Dallas Ballet Company	TX	\$384,296	Director	\$12,000	\$11,860	2024
Dimensions Dance Company	MO	\$328,909	President	\$69,500	\$74,875	2023
Threads Dance Project	MN	\$328,049	Executive Director	\$46,325	\$45,225	2024
Santa Barbara Festival Ballet	CA	\$326,642	Conservatory Director	\$17,262	\$14,727	2024
Sonoma Conservatory Of Dance	CA	\$387,135	President	\$114,194	\$97,423	2024
Afro Brazil Arts Inc	NY	\$324,806	Board Chair, President	\$87,880	\$78,457	2024
Friends Of Olympia Station Inc	CA	\$324,338	Executive Dir.	\$60,000	\$49,868	2025
Latsky Dance Inc	NY	\$324,119	Treasurer	\$63,500	\$58,366	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to IL cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT 119 organizations. Compensation range \$278–\$266,795; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$356,604); for reference, expenses \$335,241 and assets \$392,022.

ROLE MATCH Tressa Mohler, reported title "*PRINCIPAL*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	9 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	9 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Tressa Mohler) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 119 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,000 is reasonable (approximately the 9th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.